



**CITY OF BROOKSVILLE**  
**JOB DESCRIPTION**

**POSITION TITLE: Solid Field Supervisor**  
**DEPARTMENT: Public Works**  
**DIVISION: Sanitation**  
**SUPERVISED BY: Sanitation Manager**

**JOB SUMMARY/OVERVIEW OF THE POSITION:** The Solid Waste Field Supervisor oversees and coordinates daily operations of the City of Brooksville's solid waste collection and recycling program. This role supervises a team of field workers, ensuring safe and efficient operation of collection routes. The supervisor may manage their own designated route or specific projects daily, with flexibility to fill in for front loader drivers, solid waste operators, or other positions as needed. Work schedules vary and may include nights, weekends, holidays, and emergency call-outs. This position is designated as essential personnel and will be required to work during emergency operations, including severe weather events and natural disasters. Employees must participate in emergency preparedness and response activities, and complete required NIMS (National Incident Management System) training as directed.

**ESSENTIAL JOB FUNCTIONS:**

**Supervision & Leadership**

- Lead and supervise field operations, including overseeing Lead Front Loader Drivers and Solid Waste Operators as needed.
- Provide guidance, training, and support to ensure safe, efficient, and compliant operations.
- Address performance issues, provide corrective action, and foster a team-oriented, safe work environment.

**Operations & Project Management**

- Manage assigned route or special projects, ensuring timely and efficient service.
- Provide coverage as needed for front loader drivers, solid waste operators, and other roles.
- Plan and coordinate collection routes, adjusting schedules for service changes, emergencies, or staffing shortages.

**Equipment & Vehicle Management**

- Ensure vehicles and equipment are properly maintained, inspected, and operational to prevent downtime or safety incidents.
- Monitor mechanical performance of collection vehicles and report any deficiencies.

**Safety & Compliance**

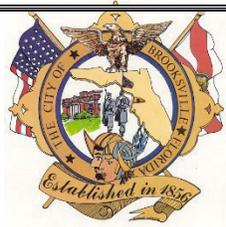
- Enforce safety policies, safe vehicle/equipment operation, and compliance with all applicable state, local, and federal regulations.
- Conduct safety briefings and inspections to minimize risk.

**Customer Service & Reporting**

- Respond to and resolve customer complaints and service issues promptly.
- Maintain accurate records of field operations, including inspections, maintenance, and employee performance.
- Prepare and submit regular reports to the Solid Waste and Recycling Manager.

**Other Duties**

- Perform additional tasks assigned by the Solid Waste and Recycling Manager to ensure efficient division operations.



## **KNOWLEDGE, SKILLS, AND ABILITIES**

### **Knowledge:**

- Strong leadership and team management skills, including supervising Lead Drivers and Operators.
- Knowledge of solid waste collection practices, recycling protocols, and safety standards.
- Knowledge of vehicle and equipment operation and maintenance.

### **Skills:**

- Mechanical: Proficient in diagnosing mechanical issues in vehicles, equipment, and infrastructure components.
- Attention to Detail: Strong attention to detail in conducting inspections, performing repairs, and maintaining accurate records.
- Time Management: Efficiently manage time and prioritize tasks to meet deadlines in a fast-paced environment.

### **Abilities:**

- Manual Dexterity: Excellent hand-eye coordination and ability to operate tools and equipment.
  - Adaptability: Ability to adjust to changing priorities and work effectively under diverse conditions.
  - Collaboration: Work collaboratively with team members, supervisors, and other departments to achieve departmental goals.
  - Communication: Strong communication skills to effectively convey information, updates, and directives.
  - Continuous Learning: Willingness to stay updated on new techniques, technologies, and industry best practices related to mechanical operations and waste collection.

## **MINIMUM REQUIREMENTS LISTED AS FOLLOWS:**

### **PHYSICAL SKILLS:**

- Use of both hands with the majority of fingers.
- Vision of 20/40 in at least one eye.
- Ability to hear, understand, and verbally communicate in English (corrective devices acceptable).
- Motor skills to operate equipment, climb, crawl, stoop, and perform physically demanding tasks.
- Ability to lift and carry up to 70 pounds.

### **EDUCATION, TRAINING AND EXPERIENCE:**

- High school diploma or equivalent required; additional education preferred.
- Five (5) or more years of solid waste collection, recycling, or a similar field, with at least three (3) years of supervisory experience.

### **LICENSES, CERTIFICATIONS OR REGISTRATIONS:**

- Valid Florida Driver's License required.
- Commercial Driver's License (CDL) preferred.

**ADA STATEMENT:** *A qualified employee or applicant with a disability may be afforded a reasonable accommodation to perform the essential job functions of a position in compliance with the Americans with Disabilities Act.*

**DRUG-FREE WORKPLACE:** *City of Brooksville is a drug-free workplace in accordance with Federal and Florida law.*

**VETERANS' PREFERENCE:** *Under Section 295.07, F.S., Chapter SSA-7, City of Brooksville provides to Veterans, that preference in appointment will be given to preference-eligible applicants.*

**HR INFORMATION**

**REVISION DATE: 10/2025**

**FLSA STATUS: Non-Exempt**

**PAY GRADE: SEE CURRENT PAY GRADE SCALE**